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OFFICIAL UNION NEWSPAPER FOR MAINE STATE BUILDING & CONSTRUCTION TRADES COUNCIL, AFL-CIO

MILESTONE III - COMPLETION OF CONSTRUCTION

VPS Paper Recycling Plant Completed Under Budget and Two months Ahead of Schedule



Dignitaries Attend Milestone III

Key officials attending Milestone III - Completion of Construction at Stone & Webster's VPS Recycling facility in Auburn, Me. Shown L-R are Alan Brigham,

Director, Office of Economic and Community Development for the State of Maine; Bill Harriman, Project Director for S+WEC; U.S. Congressman John Baldacci,

William Travers, Executive Vice-President for S+WEC; and Charlie O'Leary, President for Maine AFL-CIO.

Over two hundred workers, management and dignitaries assembled June 9, 1995 to celebrate Milestone III - the "Completion of Construction" of the \$65 million Virgin Pulp Substitute (VPS) plant in Auburn, Maine. U.S. Congressman John Baldacci (D-Maine) was the featured speaker and lauded praise on both labor and management for the excellence produced by their team effort.

The Master of Ceremonies, Bill Harriman, a 39-year veteran engineer with Stone & Webster Engineering Corp. and construction manager, introduced Charles O'Leary, President of the Maine AFL-CIO who complemented the joint effort and reminded everyone that the quality craftsmanship visible in the plant is the result of sound Union-run apprenticeship programs and years of experience of hands-on-workmanship. Many cost saving ideas contributed by the union workers saved thousands of dollars during the construction of this 200 ton-a-day facility.

Representing the Company was William Travers, Executive Vice President, Industrial Division, S & WEC. He reviewed the Corporation's 106 year relationship with Maine beginning with S.D. Warren Dam on to building Maine Yankee and since, many paper mill construction projects.

"The V.P.S. Project has brought together our expertise as a company in project development, engineering, and construction, and remains as an excellent business investment not only for Stone

& Webster's future, but the future of Maine's economy and environment," said Travers. "The P.E.A.T. agreement is a covenant of Trust - the Trust that Management places in Labor - to use all their skills, both mind and body, and the trust Labor puts in Management - to plan the work, to keep their commitments, and to be fair," Travers continued.

The \$65 million Virgin Pulp Substitute (VPS) Plant is the product of innovations in technology and labor management.

The Project was completed ahead of schedule and under budget and will use equipment in a unique configuration to produce 200 tons of deinked pulp daily from office wastepapers. The facility is one of only a handful of plants that recycle office waste paper in the U.S. A typical office worker generates 160 pounds of office waste paper a year.

Project developers are Stone & Webster Development Corporation and Nichols & Company, Inc. Owners are Stone & Webster Development Corporation, Sulzer and Papertech Mansfield, Inc. Cellmark is the pulp sales agent. Engineer/constructor is Stone & Webster Engineering Corporation. Operator is Stone & Webster Operating Corporation.

New Process
The plant is introducing the VPS process, which will create an end product of high enough quality to be used as a substitute for virgin pulp made directly from

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LD924 - AN ACT TO REPEAL LAWS REGARDING MINIMUM WAGES ON CONSTRUCTION PROJECTS

Editor's Note: LD924 was reported out of the Labor Committee on a vote of 8-5 "Ought not to pass".



Scott Leach
District Manager
The Lane Construction Corp.

TESTIMONY OF SCOTT LEACH MAY 19, 1995 JOINT STANDING COMMITTEE ON LABOR

term negative influence on the construction industry as a whole and would create unnecessary strain on the Maine economy.

Our company pays solid wages and provides good benefits that allow our employees to support their families, despite the fact that most of their jobs are seasonal. Since the laws regarding minimum wages on construction projects were enacted, the wages we pay our employees have met the requirements of those laws. Conversely, the wage rates required have conformed to and grown with the prevailing wages paid in the communities where our employees live and work. The standard of living our employees and their families have become accustomed to is dependent on those wages.

Additionally, the local economies in the communities in which they work have developed in part due to the fact that those same employees are able to spend money on goods and services. If this legislation is enacted and the laws regarding minimum wages on construction projects are repealed the

impact on our employees and their communities would be significant and in the long term, it could be devastating. Companies paying inadequate wages to unskilled workers could take jobs away from people living in those areas. These people's jobs would be displaced because companies coming into the area could pay wages much

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NEWLY ELECTED OFFICIALS ME. BUILDING TRADES COUNCIL



Following the recent elections for new officers and Trustees of the Maine State Building & Construction Trades Council, David Savage (B/M) for Local #321, shown on left) outgoing President, swears in Rod Gillespie, President (B/R for I.U.O.E. Local #4); Carol Trask, Vice-President (B/M for Laborers Local #1377); John Griffin, Financial Treasurer (B/M for UA Local #217); Allen Wyman, Recording Sec-

retary (B/A for Carpenter's Local #320); Lawrence MacAdams, Trustee (B/M for Boilermakers Local #29); Marcel Turmenne, Trustee (B/M for Sheet Metal Workers Local #545); and Dennis Lettre, Trustee (B/M) for Laborers Local #327). Absent from photo was Wayne Rancourt, Sergeant-at-Arms (B/M for I.B.E.W. Local #1253).

Senator Begley, Representative Hatch and members of the Labor Committee. My name is Scott Leach and I work for The Lane Construction Corporation. Lane Construction is based in Bangor, and has operations spread throughout central and northern Maine. We have been working in Maine for over 60 years, and have approximately 350 employees in the state.

I am testifying today, in opposition to LD924. Our primary concern with this piece of legislation is the negative impact it would have on our employees and their families, along with the communities they live and work in. Additionally, the bill would have a long-



IBEW Local #2327



David Paul, Jr., B/M

Local 2327 IBEW continues to deal with NYNEX's process re-engineering. Our Local has completed the surplus phase for this year and will only have local retirement incentives. All jobs vacated by these offers will be filled by the bidding process.

During April and May this local also worked very hard to get the facts out on the PUC's pending Alternative Regulation Case. This request for change was intended to improve the investment climate in Maine and encourage more investment in our already good telecommunications infrastructure which has created jobs, i.e. MBNA, Medaphis, UNUM, L.L. Bean, etc.

We were stunned by the hearing of the examiner's report that recom-

mended severe penalties for NYNEX which would have included 25 million immediate loss in revenue, and as much as 300 million over the next five years. This would have caused a loss of jobs not only for our members, but also many more quality jobs created by a strong telecommunications infrastructure.

Due to the tremendous work done by members, the AFL-CIO, NYNEX, our friends in labor, and in state government we were able to present our case over to PUC with a favorable result. This will help Maine to continue to be a player in the telecommunications job market. I want to thank all of you for your efforts.

As reported in earlier issues, I have been working with business

and community leaders on the Maine Telecommunications Forum to develop a plan for Maine's future as a leader on the Information Superhighway. The Maine Telecommunications Forum will present their report to Governor Angus King on June 14, 1995, and will host the Maine Telecommunications Summit on Monday, June 26, 1995 at the Sheraton Tara in south Portland between the hours of 9am and 4:30pm.

In the political arena we have been participating in ongoing meetings with both the AFL-CIO and do our own with our representatives in Washington, the Governor's Office, and in state government to express the concerns of labor in Maine.

In closing, I want to wish all of my members and our families a happy, healthy, and safe summer.

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A STROLL AROUND OLD WINTHROP, (a few days ago).

TRAIN WHISTLE HARMONICA - "LONG LONG AGO"

As told by Jim Bryant to the WINTHROP and MONMOUTH SENIOR CITIZENS, at the Fellowship Hall of the Methodist Church in Winthrop, Maine.

Jim Bryant is a pipefitter and the instructor of instrumentation for U.A. Local 783 training program. He is a clock repairman and sort of an entertainer.

YOU KNOW, -- I'd like to tell you a little story, -- you may close your eyes for a moment, if you wish, -- and

come take a little stroll with me, -- I was awakened the other night by the lonely TRAIN WHISTLE, as the night freighter was making it's way up past fourth or fifth cove along Maranacook Lake, -- not really aware that the sound of that whistle would soon be gone for ever. -- It was fairly late at night, -- the Whip-oor-wills had hushed their melancholy song, -- the night was so still, -- too early in the season to hear the music that the Crickets Play so well, -- Being a time close to the Full of the Moon, it was quite light out, -- So, I was inspired to

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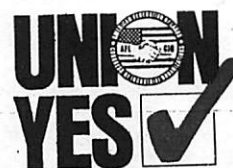
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Rancourt Meets President Clinton



Wayne Rancourt, B/M IBEW Local 1523, chats with President Bill Clinton during recent meeting in Washington, D.C., while attending the National Building and Construction Trades Council Annual Meeting.



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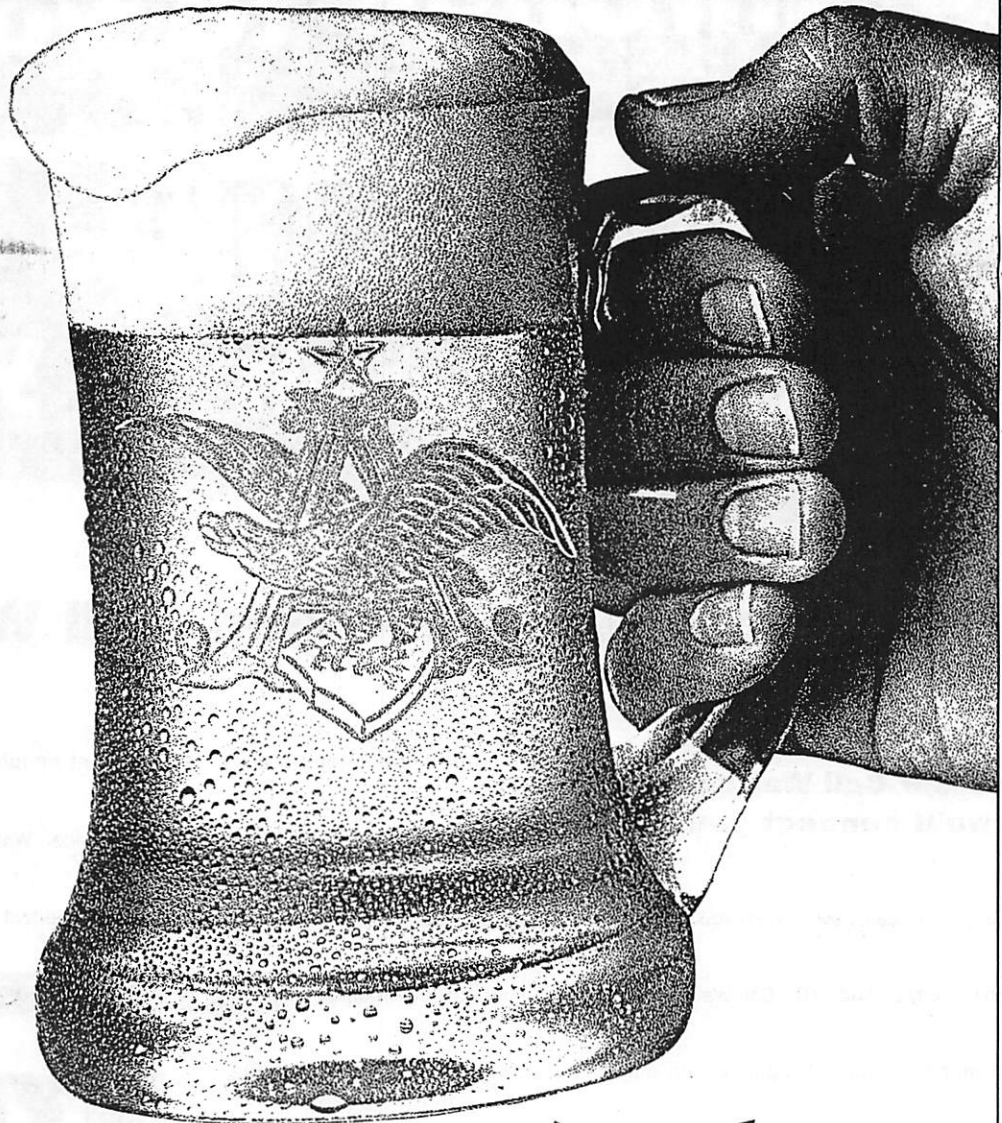
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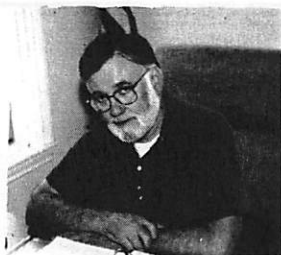


A Message from the Brewers of **Budweiser**

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IBEW-Local 1837

David Bofinger
Business Mgr.

U.S. Senate Should Halt Forced Power Contracts

Most folks would think you were joking if you proposed to "help the environment and "protect" the consumer by chopping down forests to make electricity, then forcing consumers to buy it at a 50 percent markup.

This is exactly the sort of project that has been encouraged by federal law for 16 years by the Public Utilities Regulatory Policies Act of 1978, the worst piece of energy legislation to come out of the 1970s. On June 6, the U.S. Senate will hold hearings on a bill that would put an end to new PURPA projects. Many Congressmen have said privately that they'd like to revisit the worst of these coercive contracts, but they don't see how it could be done. As a union official, I'd like to whisper two words to Congress: "binding arbitration."

PURPA has pretty near ruined Maine. It has cut down our forests. It has shut down our generating stations and devastated electrical workers. It has gouged our electric customers. That's quite a record for a law that was supposed to promote environmental protection, increase competition and protect the consumer from cost increases.

PURPA required Maine utilities to buy electricity from small "renewable" and cogeneration power plants at the "avoided cost" of generating that electricity themselves. The "avoided cost" feature was supposed to protect electric customers. It didn't. Public Utility Commissioners, egged on by the economic forecasts of consultants hired by private developers, fixed prices for these "avoided costs" using absurd projections about the future cost of oil, even when the price of oil was falling dramatically.

In Maine, about 15 projects were built to burn wood chips. Of course, the power plants weren't needed, and there aren't enough wood chips in the state to supply them. So the owners of these plants are cutting down whole trees, grinding them up and burning them. This is an incredible waste of lumber. No sane corporation would do it at market prices.

Because Maine utilities are forced to take this excess power, they have shut down one oil-fired plant and run their own well below capacity. This has cost 150 union electrical workers their jobs, replaced by non-union labor brought in by the PURPA power plant developers.

Does this mean that consumers pay lower rates? Quite the opposite site. Central Maine Power Co. is forced to buy 37 percent of its power from PURPA plants at a price about 50 percent higher than it costs Central Maine to generate power. This costs the customers about \$100 million a year in excess charges. That doesn't include hidden costs like claims on the state

worker's compensation fund from employees that don't have union training and a union's concern for workplace safety.

With oil prices at their lowest point in history, and power plants sitting idle, we are paying private developers nine cents a kilowatt hour to burn our forests down. It's the most wasteful thing I've ever seen in my life.

Since the PUC won't do anything to stop it, the state has established the Maine State Loan Guarantee Authority to try to buy out these forced PURPA contracts and make the wood-burning plants at least compete on the wholesale power market like everybody else. So Maine taxpayers will pay as well.

The bill currently before the U.S. & Senate would put a stop to new PURPA power, but it will be 10 years or more before this legalized looting of consumers and natural resources ends. So far the Senate has shied away from the controversial step of revisiting existing contracts.

I am a union man. I believe in the sanctity of contracts. However, contracts are generally understood to be agreements freely arrived at by two parties. Here we have public utilities forced to buy unneeded electricity from private developers, with artificially high rates imposed by a third party.

What Congress should do is submit these "contracts" to binding arbitration. The utilities and the project developers would make their best case in front of a neutral third party (other than public utility commissioner), and that third party would impose a settlement. We do this all the time in labor contract disputes. The result is often a compromise, which pleases nobody but is generally viewed as fair.

The International Brotherhood of Electrical Workers has been against PURPA from the start. It hurts the union and it hurts consumers. We applaud the U.S. Congress for taking steps to end this failed policy. They need to take one step further, binding arbitration of existing contracts, and begin undoing some of the damage.

Old Winthrop

Cont. from page 2

get up and go down-town and just stroll around a while. -- It was a very still night. -- You could hear the looms tossing their shuttles to and fro at the Woolen Mill from way over by Home's Garage. -- Some folks may recall Home's Garage, and old Mr. Home. -- He sold Penny Candy to the Kids that came in and stared in to that Marvelous Old Candy Case. -- Never to busy on cards, but to stop and help the Kids with their Important Business, First. -- The Bell in the CLOCK TOWER at the Masonic Hall sud-

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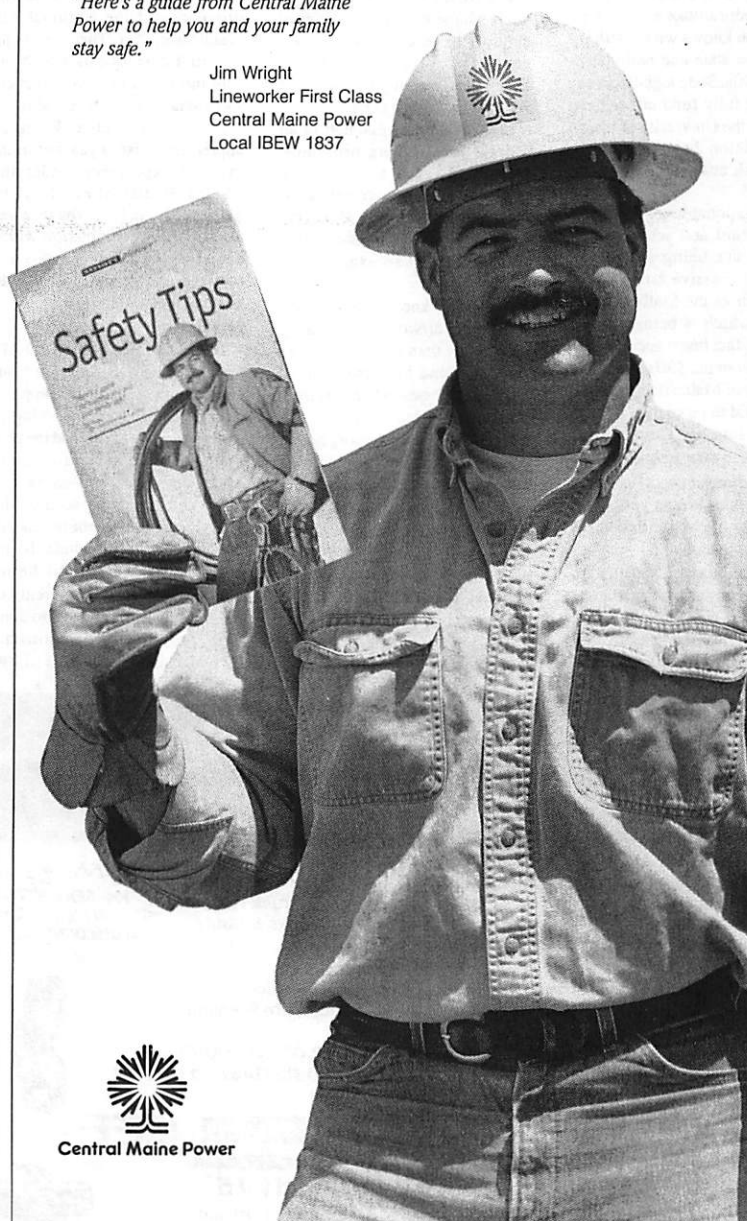
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O'LEARY WARNS OF FALSE "APPRENTICESHIP" PROGRAM

By Charles O'Leary
President
Maine AFL-CIO

I have written to Governor Angus King and am also contacting Maine legislators to seek a probe of the \$4 million dollar Maine Youth Apprenticeship Program which recently graduated eight students.

Maine workers, particularly those in the building trades, should be aware of the ongoing and lengthy struggle we are having to protect labor's achievements in real REGISTERED APPRENTICESHIP from confusion created by multi-million dollar government boondoggles masquerading under the guise of "apprenticeship." The foremost of these is the so called Maine Youth Apprenticeship Program which is currently burning up \$4 million of taxpayer money to graduate eight students and which claims to have another 160 enrolled.

Facts Are Missing

The fact of the matter is we don't have the facts in this matter. We are pouring millions of worker's tax dollars into a dark hole hidden by media smoke and mirrors.

Everyone knows we are still involved in a state and national financial crisis. State legislators say they can't fully fund either local schools or the University of Maine and in addition they are threatening to slash numerous vital state programs.

At the national level Medicare and Medicaid and school lunch programs are being cut to say nothing of massive cuts in programs such as the Stafford Loan Program which is being slashed despite the fact that it accounts for \$17 million of the \$30 million the University of Maine distributes in financial aid to more than 75 percent of its students. Cuts like this will close the door to higher education to thousands of low and middle income Maine youth and will depress the Maine economy for decades to come.

Million of Maine Money

Despite this the last legislature dumped more than \$1 million and the federal government more than \$3 million into this dubious, un-

documented Maine Youth Apprenticeship Program.

Other than the fact that we have eight "graduates" out of a \$4 million dollar 22 people administering a program dealing with a handful of students.

No Job Information

But there is no information on whether or not these students get jobs and, if so, what kind of jobs, at what starting pay and with what kind of benefits. We don't know how much is being spent on actual training and how much on overhead for highly paid administrators. As far as worker-taxpayers are concerned this money is being spent the dark. The only "light" is being shed on the program by two (not one but two) publicity staff persons who have been successful in promoting favorable articles long on praise and short on significant facts. In addition, former Governor McKernan who created the program three years ago wrote a book equally strong on praise and short on fact.

Failure to Job Track

But there are four things we know for sure:

(1) We do know that in recent years Maine vocational-technical schools have compiled an unequal record of ignoring official figures and training Maine youth for jobs that don't exist.

(2) We do know that half of all federal job training programs, such as this, fail to even track whether or not participants actually find work and only 11 percent of these programs make even a cursory attempt to examine job quality.

(3) We do know that the average taxpayer/worker is making less money than he or she was 15 years ago and has also suffered substantial losses in benefits from health care to pension rights.

(4) We do know that organized labor in Maine and the building trades in particular have a long and successful record of cooperating in a true apprenticeship program combining on-the-job training with academic instruction.

Real REGISTERED Apprenticeship

The bona-fide Maine REGISTERED APPRENTICESHIP Pro-

gram is intensive and comprehensive. It is usually three to five years in duration involving about 2,000 hours per year of on-the-job practical work and 200 or more



Charles O'Leary

hours of academic instruction. We know from numerous studies that REGISTERED APPRENTICESHIP works and works well. In 1992 a study by the federal General Accounting Office called this system of real apprenticeship "A proven method of developing high-skilled workers..."

In the REGISTERED APPRENTICESHIP program labor standards are set by law under the provisions of the National Apprenticeship Act. There are eight essential components which assure through, intensive, practical and valuable education and training for the apprentice. When an apprentice finishes years of training and experience under the REGISTERED APPRENTICESHIP program, he or she receives a certificate of completion which has a specific meaning and is recognized and respected by both government and industry.

Discussion Is Needed

The Maine REGISTERED APPRENTICESHIP program typically has more than 1,000 apprentices registered and working at approved wage scales and the program involves several hundred Maine employers / sponsors.

To call programs such as the MYAP (which are not regulated, not held to specific standards and which operate without being closely examined) "apprenticeship" does a disservice to long term, proven real apprenticeship by undermining the value of true

U.A. Local 783

Plumbers & Pipefitters

CHARLES E. HURLEY

We always had great respect for Senator Margaret Chase Smith.

One year I was a delegate to the Building and Construction Trades Legislative Conference. We, the Maine delegation, presented her with a bouquet of red roses, her favorite flower. We had a very pleasant talk with her. She informed us that she was hesitant about stating support for a bill until it had been finalized by committee. I had a letter from her declaring support for the Passamaquoddy Tidal Project. However, the dickey dam was added. That loused up the whole project.

I attended the ceremony of the milestone III at VPS project in Auburn. There were speeches of praise for work well done. As Charlie O'Leary said, "The work was done by the best craftsmen in the country." It really is a beautiful job.

I met with Bill Harriman, Bill Travis, and Dave Ellenberger. I showed them some material on the Passamaquoddy Tidal Project.

Stone & Webster has done a lot of engineering on the power dam. I also showed them material from the Rance River Tidal Project in France. That facility has been running since 1968. It has continuously improved

apprenticeship and the thousands of hours these real apprentices must put in to learn their trade. Programs that dabble in job training are not apprenticeship.

The Maine AFL-CIO continues to support accessible, quality education and training at all levels but we feel that there exists today a pressing need for wide ranging discussion and debate and a new level of accurate information and accountability on who is spending our tax money for what specific results that will really benefit the state and Maine youth.



in efficiency and productivity. They have no shut downs nor fuel to supply.

We know Quoddy is due.

We have lost another long time member. Brother Robert Keenan died in May. Brother Bob was a quiet one, but he could put out a lot of work in a day. Our heart felt condolence is extended to his family.

Next meeting is July 12, 1995. We will act on negotiations.



Enjoying lunch during Milestone III celebration at the VPS Recycling Plant were pipefitters from UA Local #783 (L-R)

Dick Williams, B/M along with Charlie Hurley, Ron Curtis and Alan Jordan.

Old Winthrop

continued from page 5

denly Tolling, -- One, -- Two, -- it's Two o'clock in the Morning, -- Saying -- Is it well with your Soul, -- Are you Ready for what lays ahead? -- I wondered, -- what really does lay ahead? -- That Stately Old Yellow Schoolhouse standing there in the moon-light, -- Mrs. Howard, -- yes, so many devoted Teachers dedicated much of their Lives in those Old Class-rooms, -- The Methodist Church, -- Norcross, -- they've got Outboard Motors you can pop right on your own row-boat, now! -- The Congregational Church on the corner, -- they had a Choir Practice last night, -- And there's McNamara's, -- looks a bit like a Street-Car, perched

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Davis Bacon Legislation Under Attack

by Bruce King

The anti-worker philosophies of the right wing extremists are evident in the political battles of today, at home and in Washington. One example, the complete elimination of the Davis Bacon Act has been the goal of the republican party for some time. They now are trying to accomplishing that, but not without a fight!

On the national level, President Clinton has promised a Veto, if this repeal attempt succeeds. This is forcing those who would cut construction worker wages and drive up costs to consider compromising or face a total defeat.

In a recent study by the Economics Department of the University of Utah, it was demonstrated those states which have repealed their prevailing wage laws have seen a rise in construction costs. By eliminating these laws which require predetermined wages be paid on state or federally funded construction projects, average wages for all construction workers have declined significantly. The cost of construction rises because the shift to lower paid workers results in an increase in occupational injuries, an increase in cost overruns and a decrease in state and federal revenue collection.

In addition, minority opportunities on state jobs declined and less training has resulted. The AGC in Maine has joined several contractors who serve as legislators, including Chuck Cianchette in an effort to repeal the law in Maine. In an AGC handout it was claimed this law contributes to spiraling inflation.

The fact is, in building construction in Maine the average wage increased about two cents a year since 1990, to \$10.24. The Construction General Manager averages about \$25.00 per hour not counting benefits and perks. This shows what kind of people these individuals really are. Not all contractors have that poison attitude towards the workers, it's important to note that some contractors have joined the fight in Maine to save the prevailing wage law.

Nationally, contractor groups representing 21,000 contractors have thrown their support behind Davis Bacon.

Vermont has never had a prevailing wage law and New Hampshire has repealed theirs. While the enemies of working people continue to try to beat down wages, worker representatives and activists will continue their fight to protect and improve these laws. Letters and phone calls from members can help in these efforts. Please contact your Union Hall to get the names and numbers of your Representatives or Senators.

LD 924

continued from page 1

lower than those our employees were required to receive because the laws in effect for many years. Our corporation would be forced to reduce the wages of our employees in order to compete. Our employees have mortgage payments, car loans, and other family needs that depend on the wages they presently earn.

Aside from the effect this law would have on employees and their communities, there would also be significant long-term impacts on the construction industry in Maine. There is now, and has been, a significant shortage of skilled workers in construction in Maine. As recognized by contractors and the associations which represent them there is an ongoing need to provide training for younger workers and encouragement for these workers to stay in construction and gain the experience necessary to perform safe, high-quality construction work. As you are all aware there is a short construction season in Maine and in order to keep our employees coming back year after year, we need to pay wages that allow them to support their families and be productive members of their local communities. Repeal of these laws would allow some contractors to pay inadequate wages in order to take work which would impact the whole industry over time. As the Wall Street Journal noted recently "When wages are cut the industry's ability to attract and train qualified individuals to work on construction projects is hindered even more. An adequate wage is essential to forming human capital within the industry."

Because of effects this legislation can have on the construction industry and its work force, the negative impact would ripple into the Maine economy. The low income, untrained, unsafe work force that will be created will lead to higher costs for insurance and workers compensation costs. It will provide lower quality work for the State of Maine and it will take money out of the state coffers. Money saved on lower wages will not directly create low bid prices. Over time, it may only add to corporate profits. Less money in the hands of our employees will translate into fewer dollars spent in the local economy and less money in State income taxes. When wages become insufficient to support families needs those families must depend on social services and public programs.

There can be only one reason to repeal these laws, and that is to lower wages in the construction industry. As it stands all companies competing for projects impacted by these laws are on an even playing field because the required wages are the same for everyone. As a corporation who is a major part of the construction industry in Maine we can see no benefits in paying our employees lower wages. This is an issue of basic fairness. We can however see how lower wages could have irreversible negative impacts on our employees our industry and the State of Maine. It defies comprehension to understand why some of the industry proponents of this bill would initiate legislation for repeal of these laws, when on a national basis, these very same proponents have voted not to repeal these laws if a reasonable reform of federal Davis Bacon can be presented. It would appear that they feel there are some benefits to minimum wage requirements on federal projects but they don't want to have to conform with them on state projects. This simply doesn't make sense.

We urge Committee members to report out an "Ought not to pass" on this bill.



U.A. Local 321

Plumbers & Pipefitters

David Savage, B/M

I would like to congratulate the newly elected officers for the Me. State Bldg. trades council. Rod Gillespie, Pres., Carl Trask, Vice Pres., Allen Wyman, Recording Sec., John Griffin, Treasurer, Wayne Rancourt Sergeant at arms, Marcel Turmenne, Dennis Lettre, and Larry McAdam Trustees. Good luck. To date approximately 75 of our members have completed the 11 hr. Lead/OSHA safety training program. I would like to thank the

members of Locals #217 and #783 for the help they gave us during the May outage at the James River Paper Mill in Old Town.

Congratulations and best wishes to Stan Coombs, Jon James, Randy Martin and Brent Moulton for completing their apprenticeship and advancing to journeyman. Our sympathy goes out to the family of Maurice Pendleton who passed away May 13. Have a safe and happy July 4th!



Carpenter's Local 320

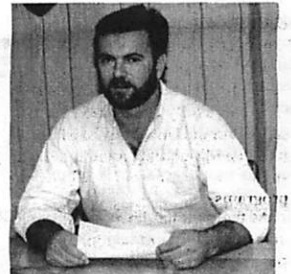
Allen D. Wyman, Bus. Agent

I would like to thank all of the Local #320 members who participated in the latest training classes held in Clinton on June 3rd, 1995. Our Local had a great showing. More classes will be held starting in the Fall and I will keep everyone informed on when & where they will be held.

The work situation has been slow in the last few weeks, but I do expect it to be picking up. Sullivan & Merritt was awarded the first phase of the grinding room project at Madison Paper. This phase won't be a lot of man-hours for Local #320, but if we all do a good job S&M may get the second phase which would give us quite a few more man hours.

Our organizing efforts are moving forward with a lot planned for the upcoming months. Anyone from the local who would like to volunteer some of their time & effort needs only to call the office for details. Thanks in advance.

Our deepest sympathy goes out to the family of Brother Bennie Yeaton who recently passed away. Bennie was a long time member of Duratherm Window Corp.



Also, I would like to wish Brother Claude Thomas a quick & complete recovery from his recent heart surgery.

Thanks to all the Local 320 members who have been involved in the Davis-Bacon hearings held at the State House recently. It's important we stay on top of this important bill & all of us should be talking to our representatives to let them know our feelings on this issue.

In closing, I ask our membership to get involved in training and organizing efforts that are planned this summer. If we all get involved the changes that we need will come. Thank You.



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March 24, 1995

William Harriman, Project Superintendent
Stone & Webster, Auburn V.P.S.
586 Lewiston Junction Road
Auburn, Maine 04210

Dear Mr. Harriman;

This is just a follow-up to our recent inspection of your construction site at Auburn, V. P.S. As you know our intent was to conduct a scheduled, focused construction inspection of your site. After a review of your Safety and Health programs, interviewing of employees, employee representatives, and management representatives, and conducting our focused walkaround inspection, your site was found to be "in compliance". That is, no serious violations were observed.

The open and cooperative attitude of both your managers and employees was instrumental in our being able to quickly yet fully evaluate the safety and health aspects of your project. It appears that this successful effort at implementing an effective safety and health program was achieved by a cooperative effort on the part of both labor and management on your site.

Sincerely yours,

151
C. William Freeman III
Area Director, O.S.H.A.
U.S. Dept. of Labor



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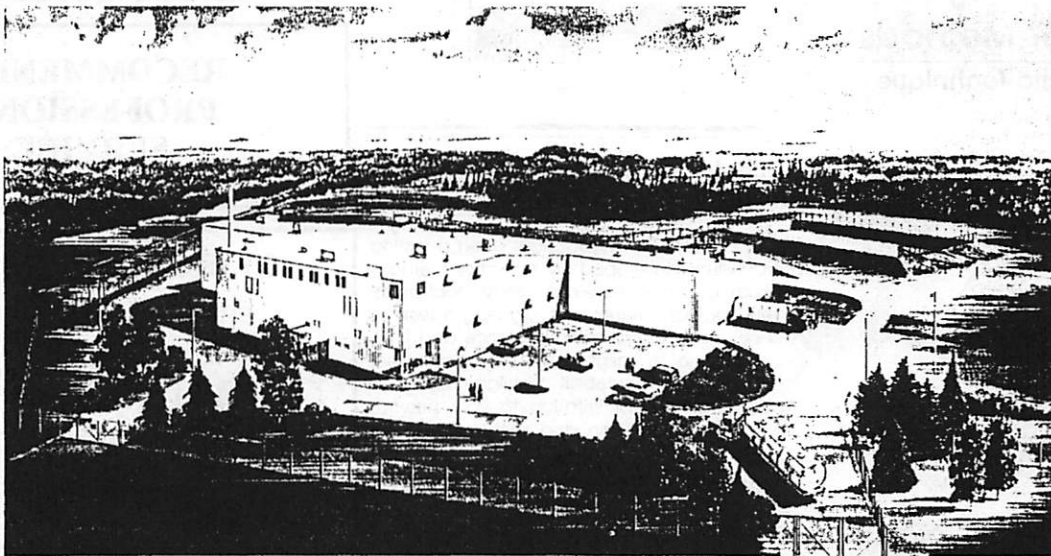
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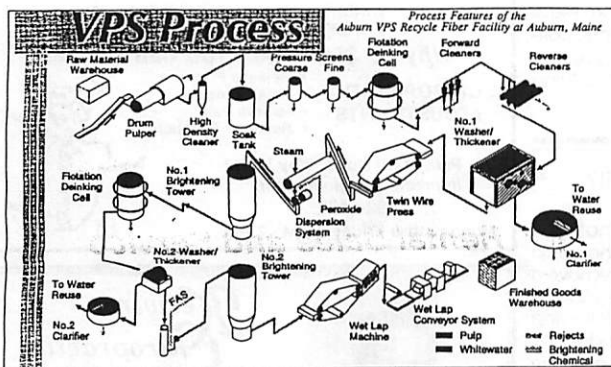
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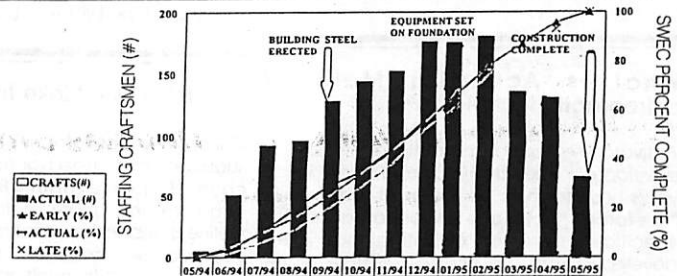
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Rod Gillespie, B/A
Council Pres.

LOCAL #1377 LABORERS
Carl Trask: B/M
Council V.P.

LOCAL #320 CARPENTERS
Allen Wyman: B/A
Council Recording Sec.

LOCAL #217 U.A.
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LOCAL #1253 I.B.E.W.
Wayne Rancourt
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LOCAL #567 I.B.E.W.
Milton McBrearty: B/M

LOCAL #327 LABORERS
Dennis Lettre: B/M

LOCAL #407 CARPENTERS
Robert Morin: B/A

LOCAL #496 IRON WORKERS
Gerald Trask: B/M

**LOCAL #545 SHEET METAL
WORKERS**
Marcel Turmenne: B/A

LOCAL #1284 LABORERS
Francis Johnson: B/M

LOCAL #6 ASBESTOS WORKERS
Leo Santa Maria: B/M

LOCAL #29 BOILER MAKERS
Lawrence H. MacAdams: B/M

**LOCAL #95 ELEVATOR
CONSTRUCTORS**
David O'Brien: B/A

LOCAL #621 CARPENTERS
Andrew Clark: B/A

LOCAL #321 U.A.
David Savage: B/M

LOCAL #783 U.A.
Richard Williams: B/M

LOCAL #669 U.A.
Don Gauthier: B/A

LOCAL #340 TEAMSTERS
Robert Piccone: B/A

LOCAL #1468 PAINTERS
John P. O'Brien: B/A

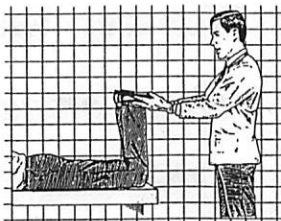
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What is the doctor doing when I am first examined on the adjusting table?

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Can chiropractic help me?

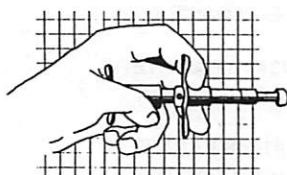
Some people have the misconception that chiropractic care is only good for low back pain, "slipped discs", stiff necks, sciatica, whiplash and other spinal related problems. While it is true that anyone suffering from these or similar problems should try chiropractic care first, it is not generally known that chiropractic is able to assist in correcting and stabilizing many other problems of bodily dysfunction.

What is Activator Methods chiropractic technique?

Activator Methods chiropractic technique was developed in the late 1960's and in the past 20 years has grown to be the most widely used "low-force" technique in chiropractic. This specific system of adjusting has been developed with the ability to restore proper spinal balance — and to do it with improved safety and comfort.

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The hand held Activator instrument is a relatively new concept in light force adjusting. It has been specially designed to deliver a controlled, light and fast thrust without undue strain to the patient. The thrust delivered by the instrument is so quick that it accelerates ahead of the body's own tendency to tighten up and resist the thrust of an adjustment. Because of the accuracy and controlled light force, Activator Methods adjustments are suitable and comfortable for all types of patients, ranging from pregnant women, babies and children, to athletes and senior citizens.



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How long will it take to get well?

Chiropractic philosophy teaches that you should always endeavor to correct the basic cause of a problem rather than try to remove a symptom. The length of time on the road to wellness depends on factors such as following your doctor's treatment recommendations, your living habits, nutritional habits and the severity and duration of the problem. Your Doctor of Chiropractic will design a personal program which will help you in the shortest amount of time possible.

Will I be permanently well or will this condition ever recur?

There are no set guarantees in life, and many events occur which upset the delicate balance of wellness. For example: **Trauma:** car accidents, falls, jolts, strains, etc. **Psychological Distress:** fear, stress, emotional upsets, etc. **Life Style:** improper diet, exercise, sleep, work, etc. Since we are all prone to many of the above stresses there is no assurance that we will not get sick as we go through life. Therefore it is wise to visit your chiropractor periodically in order to maintain proper spinal function. **The end result is a healthier you.**

Is chiropractic for everyone?

Your Doctor of Chiropractic is specifically trained in chiropractic health care. Upon consultation and an examination, if your Doctor of Chiropractic determines that you do not have a chiropractic condition your doctor will refer you to the appropriate healthcare professional. Please feel free to ask any questions or express any concerns you may have as **Activator Methods is committed to your health.**

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| 2. ☐ | Do you have low back pain problems? |
| 3. ☐ | Do you have frequent upset stomach or heartburn? |
| 4. ☐ | Have you noticed your ability to get around is not what you're accustomed to? |
| 5. ☐ | Have you been in a car accident resulting in whiplash? |
| 6. ☐ | Do you have tingling or numbness in your arms or legs? |
| 7. ☐ | Do you notice a shoulder or hip that is higher than the other? |

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Chiropractic is the science which concerns itself with the relationship between structure, primarily the spine, and function, primarily the nervous system, of the human body, as that relationship may affect the restoration and preservation of health.

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David Lakari
Director

Maine Joins Yankee Day Primary Movement

By Bill Diamond
Maine Secretary of State

AUGUSTA - I'm happy to report that Maine has won a major victory for democracy by adopting a new law that will allow you to vote in a presidential primary election next year.

Even better, our effort here in Maine is part of a larger effort across New England that could significantly boost the voice of Maine residents when it comes to choosing presidential candidates.

The Secretaries of State around New England have been working together and with their Legislatures and Governors to win support for a Yankee Day primary in which all the New England states except New Hampshire - would hold presidential primaries on the same day.

Banding together and holding a 5-state regional primary shortly after New Hampshire's first-in-the-nation primary would truly benefit the voters of Maine and New England.

Whatever issue is important to you - the fishing industry, defense spending, education, labor laws, technology investment or any one of an unlimited number of other issues - a Yankee Day primary gives you a better opportunity to be heard by the people who want to be your president.

Maine's law was signed by the Governor on May 30 after being approved with bipartisan support in the Legislature. The bill was sponsored by State Representative Fred L. Richardson, D-Portland.

The executive directors of both the Republican and Democratic parties have publicly supported this plan - which allows qualified parties the option of participating in a primary, but does not require a party to participate.

An existing Maine law already allows the state to hold a presidential preference primary under certain conditions. However, the new law moves the date for Maine's primary so voters here can participate in a Yankee Day regional pri-



Bill Diamond

mary on March 5, 1996.

Maine joins Vermont and Connecticut in formally adopting the plan. As of June 19, Massachusetts and Rhode Island bills were moving toward final approval. A regional primary with these five states will give Maine a stronger voice in helping to choose our nation's top leader. The issues that are important to the residents of Maine and New England should be important to presidential candidates.

As I said when Governor Angus King signed Maine's law: It's not just New Hampshire anymore.

In addition to boosting Maine's voice on the issues, a presidential primary also will bring more people into this very important process. Many more people will participate in a primary election than participate in the current caucus-only system. The increased level of participation can only benefit our democ-

Maine voters already rank among the best for participating in the governing process. We had the best voter turnout in the country in 1992 and placed in the top five states in the country in 1994. A presidential primary is sure to help keep Maine's democracy strong. I also expect A New England primary to provide a boost to the economy as campaigns spend advertising money in the region and devote more resources to their operations in Maine and New England.

I've enjoyed working with Rep. Richardson, other Maine legislators and Secretaries of State around New England in making sure Maine is part of this important effort.

A Yankee Day primary will really give Maine voters a reason to look forward to the 1996 presidential race. It will give Maine voters a stronger voice in making our issues heard and it will give Maine voters a better chance at helping to choose the next president of the United States.

When the time comes, I hope you will be part of this exciting new Democracy only works when we participate, so please remember to vote in the Yankee Day presidential primary.

Housing Subsidies — and Deductions

The Maine State Housing Authority is well known for helping working families get their first homes. By providing a lower interest mortgage and programs such as closing cost assistance (which reduces the cash needs of borrowers), the housing authority helped nearly 3,000 low and moderate income working families buy their first homes in the past two years.

But the housing authority has a responsibility to serve all low and moderate income families. We also helps many low and very low income homeowners and renters.

During 1994, for example, the housing authority provided lower cost loans to help purchase and/or rehab about 550 apartment units, and financing to develop another 300. Of the 850 units created in those programs, more than 650 are for very low income tenants. We also financed development of another 83 units for persons with special needs.

Many of the housing subsidies to help the very low income come from the federal government. With the emphasis on cutting programs and spending in Washington, we're concerned that this group will bear more than their share of the burden.

The federal Department of Housing and Urban Development (HUD) is one of the agencies slated for significant budget cuts. Nearly all of those cuts will come from subsidized housing for the lowest income citizens.

But are these rental subsidies really where most of our tax dollars are used? The tax deduction homeowners are allowed on mortgages also constitutes a housing subsidy, because it represents taxes not collected by the federal government.

According to the Low Income Housing Information Service, in 1992 the federal government spent about \$80 billion on direct or indirect housing subsidies. Of this amount, the vast majority (about \$65 billion) went to homeowners

for tax deductions on single family properties.

The relatively few homeowners with incomes above \$90,000 a year received more than \$25 billion of this subsidy. Homeowners with incomes in the \$65,000 to \$90,000 bracket received another \$16 billion tax deduction subsidies.

In contrast, renters with incomes of less than \$10,000 a year received about \$10 billion in subsidies. Renters with incomes between \$10,000 and \$20,000 received \$3 billion.

No one yet knows what the federal budget will contain. It seems likely that housing will be among the social services facing budget reductions, with the cuts targeted at lower income renters, particularly the very low income at the bottom of our economic ladder. These are people who have little options in their choice of housing, and they will suffer the most.

There have been proposals to also limit the tax deduction on homes. The most serious proposal would limit the tax deduction to the first \$250,000 in mortgages (the current limit is \$1 million in mortgages). Limiting the deduction to the first \$250,000 would generate about \$52 billion in new income to the federal government over the first five years, supporters claim.

That proposal has been defeated — at least for this year. But in the interest of fairness, it seems that if housing subsidies are being reduced, the burden should be shared by rich and poor alike.

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Congressman
Updates Trades
Council

2nd District Congressman John Baldacci (Standing in front-center) recently attended a business meeting of the Maine Building trades Council and gave an overview of pending legislation and his support for the working men and women of Maine.

Harmon's Lunch Changes Hands

Retirees S.D. Warren Westbrook papermakers Cliff and Dick Wescott, along with longtime dairy farmer Peter Wormell purchased Harmon's Lunch in Falmouth on May 9, 1995.

Harmon's Lunch, a famous hamburger spot for 35 years, was previously owned by Judy Lynch and her husband Jim, a retired business manager of Laborer's Local #12 of Portland.

The new group WWW plans no changes in the menu, but they may expand the hours.

Drop by 144 Gray Road in West Falmouth and say "Hi" to the new owners.

Collectively these four principals have a total of 110 years of dedicated service to their respective unions. Cliff Wescott had 30 years, Dick Wescott had 35 years, Jim Lynch had 25 years, and Judy Lynch had 20 years.



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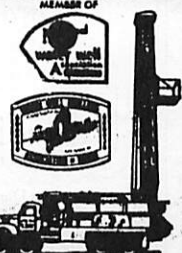
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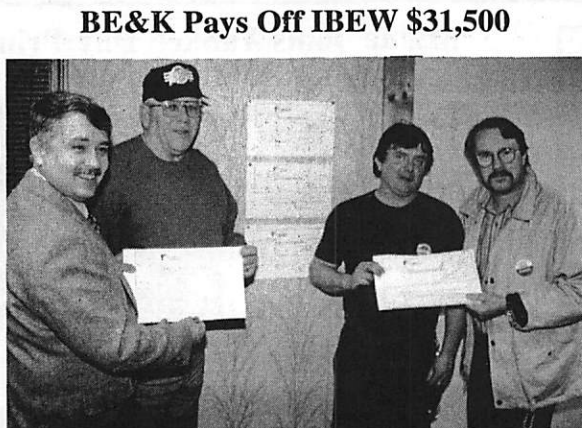


ADVENTURES IN ORGANIZING by Gene Ellis Local #567

Litany: I am a legitimate job applicant. My main purpose in going to work for this contractor is to do a good job and earn a paycheck I need to do a good job so that the contractor will see that Union labor is the best in the industry. I also need to do a good job so that the unorganized workers on the job will respect what I have to say to them. I will be talking to the other workers during times protected by Section 7 of the National Labor Relations Act.

Why We Fight: As both full time paid and volunteer Union Organizers we have the high moral ground. We are the ones trying to raise the standard of living and working conditions for every worker. We are the ones trying to end discrimination. We are the ones trying to fight illegal sub-contracting and Davis-Bacon violations that cheat workers. We can only keep the high ground if we remember the litany above. Aggressive bottom-up organizing within its parameters is the best chance we have to change our industry for the better. The reward we get is a construction worker that is better treated and can provide a better life for his family. If you can think of a better one let me know.

Help Wanted: I've been a full-time paid Union Organizer for over a year now and have experienced the jobs frustrations and rewards first hand many times. I've applied for work and been rejected, I've salted and been fired and I've salted and signed a contractor to a Union contract. I am currently on strike and fired, an applicant and a discriminatee. I am dealing with the National Labor Relations Board on no less than eight Unfair Labor Practice charges. In a year I've stripped over seventy electricians from non union contractors to put them to work on Union jobs. Those new Union electricians are helping us organize the ones we have yet to reach. If you think it sounds like a Union Organizer can get busy, you're right. Like Henry Miller said "If you want to hunt bear you got to go where the bear are." Henry was an organizer in the infancy of our Union. Organizing in his day



Five IBEW members of L-567 received a total of \$31,500 as a settlement from BE&K for employment discrimination at the IP plant in Jay, Maine. Shown (L-R) Ben Nest, former organizer, Paul St. Pierre (\$12,700) and Don Berry (\$5,250) and Gene Ellis, current organizer. Missing from photo were Reginald Savage (\$4,350), Roy Deming (\$7,050) and Steven Campbell (\$2,150).

meant going from city to city with your card in your shoe to salt jobs and start Locals. Sometimes that meant leaving town in a hurry. Today local jurisdictions cover to United States and Canada and an Organizer need only be responsible for his own patch and hopefully will not have to face the violence that marked the formation of so many Unions. What we can learn from Henry though is that there is no substitute for bottom-up organizing and that's what I want to talk about.

A Few Good Men: That a good Union Organizer needs to be one hundred percent dedicated to the job of making his local grow and prosper goes without saying, but what else separates a good organizer from a guy holding down a chair? Quoting from the foreword of ORGANIZING AND THE LAW regarding a good organizer. He should be part missionary, part salesman, part politician, part counselor, part teacher, part psychologist, and, ...part lawyer." I read that in my first days as Organizer and I continue to recognize the truth of that statement every day. Picture the missionary going into uncivilized lands; it can feel a little like that when you walk onto a job to find me unorganized worker to talk to. Picture me salesman trying to sell you a product; that's what you're doing when you talk to either a worker or a contractor. The abilities to understand, to teach, to argue quietly and effectively when faced with all those old reasons why "unions are no good" are extremely important to the organizer and the Union he or she represents. Contagious enthusiasm for organizing and a solid knowledge of the National Labor Relations Act and current National Labor Relations Board and Court rulings round out the job.

Extra emphasis: The old Boy Scout motto "Be Prepared" applies to Organizers as well. Whether talk-

ing to workers, contractors or NLRB investigators, we need to be consistent, thorough, and most important truthful. Consistency and completeness in your message to unorganized workers will help eliminate doubt, but a lie to any of the workers you're trying to organize will make your job next to impossible. The same goes for a contractor that you want to sign or the NLRB investigating a charge, your credibility and that of your Union is on the line every day. So "Be Prepared" in every facet of what you do because you never know what tough question you might be asked or what opportunity might arise if you're on the ball.

It's All A Union Plot: Organizing is a "concerted activity". What does that mean? It means that certain activities on the part of Union Organizers, whether full-time paid or volunteer, are protected under Section 7 of the National Labor Relations Act. "Concerted", in this context, means acting together. If non-union contractors think this is all a "Union Conspiracy", they're right! We are conspiring to organize the industry and it's legal. Various courts, including the Supreme Court, have ruled this way and that on a lot of organizing issues over the years, and they've closed a lot of doors to us, but the one thing they can't do is stop us from talking to the unorganized tradesman. Talking is a concerted activity. What do we talk about then, when we talk to the unorganized worker? Do we talk about Unionism? Well, that sounds great, but neither we nor the unorganized tradesman can eat Unionism. You have to talk economics 101. Supply and demand, health insurance, pension, wages and work opportunities are the subjects you have to teach. Brotherhood has to come later. That has to be learned on the job. I've been to the jobs with new men on them and that is the place where Brotherhood is learned best. An Organizer can give the information to the new member but for them to truly understand it has to seep in over time on the job. The

"Getting to a Balanced Budget in a Responsible Way"

By John E. Baldacci
Congressman
2nd District

For the first time since President Truman occupied the White House, our nation's deficits have declined for three years in a row. After 12 previous years of exploding deficits, the United States is beginning to move in the right direction. But with \$4.8 trillion in accumulated debt, there is much work remaining to curtail federal spending.

Each year, Congress enacts a budget for the next fiscal cycle. The budget process, as I'm learning, is lengthy and complex. It begins with a budget plan, projecting the overall size of the budget and giving broad guidelines about spending priorities. Although early in the process, this plan sets the tone and direction for the budget. In doing so, it is an enormously important first step.

Recently, the U.S. House of Representatives considered several budget plans, each designed to set our nation on the path toward a balanced budget. In that respect, they were similar and shared an important objective. Beyond moving us toward a balanced budget, however, these proposals differed greatly.

One called for a considerable tax hike. Having said during last fall's campaign that taxes are already too high on people of modest and

longer term members have to teach by example. They can't sit back and let the Organizer do it, the membership as a whole must take their share of the responsibility for organizing. From giving the Organizer names of workers that might be interested to acting as mentors on the job, we all must live up to our responsibility to the new member to ease their transition to a new and better way of life.

News: Last issue I mentioned that the K checks had started arriving. You may see in this issue pictures of our members getting \$32,000 for filling out applications. Like hunting trophies, I guess, copies of the checks are prominently displayed on the entrance wall at our Union Hall. This last month another discrimination case has been settled for \$4560 plus a member put on a preferential hiring list. Two of our members filled out applications and were interviewed but not hired. The Board found that there was evidence of discrimination, the company settled rather than going to court. More victories and a playing field that is just a little more level than before. The Board has informed me that they are going to issue complaints in three other cases that I have filed. Can anybody feel the tilt? It's small and there's a lot of hard work ahead, but it's there.

Famous Last Words:
DON'T WHINE, ORGANIZE!

middle income, I could not vote for this plan.

The budget proposal offered by House Republican leaders was also unworthy of support. Their plan, which was passed by the House, contained more than \$340 billion in tax cuts -- targeted primarily at the most well-off in society. These huge tax breaks will make it far more difficult for our nation to ever achieve a balanced budget.

The tax cuts in that proposal run counter to my commitment to bringing the budget into balance and getting our fiscal house in order. These tax breaks will add significantly more to the pile of debt we must dig out from under, and are simply inappropriate at this time.



Cong. John E. Baldacci

To make matters worse, this enormous tax giveaway is to be paid for by massive cuts in important domestic initiatives that invest in our nation's economy and enhance the quality of life for the American people. The cuts include more than \$280 billion from Medicare and \$18 billion from student financial aid.

I voted instead for the Gephardt-Stenholm Alternative Balanced Budget, which identified nearly \$900 billion in spending reductions and balanced the budget within seven years. In contrast to the House Republican leadership's proposal, the balanced budget I supported did not contain a tax cut. It also restored money to Medicare and student aid programs.

I voted for a balanced budget because it's time to match our actions with our rhetoric and take control of runaway government spending. The Gephardt-Stenholm Balanced Budget, while far from perfect, was a serious attempt to rein in federal spending. I simply felt we must act now to tackle our staggering debt, and not leave the burden to future generations.

And although I favor targeted tax relief to reduce the burden on middle-income families, our focus should remain on the budget deficit. I believe most Americans recognize the need to curtail federal spending and are willing to wait for tax cuts until our deficits are under control.

Since the budget process is a long one, there will be several more opportunities to influence spending priorities in the days to come. During the weeks and months ahead, I will do everything possible to curb the irresponsible tax cuts and moderate the enormous Medicare and student aid reductions contained in the Republican budget plan that passed the House.

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Pres. Gillespie Welcomes New Agents

Trades Council President Rod Gillespie welcomes Don Gauthier, newly elected Business Agent for U.A. Sprinkler Fitters L-#669. Gauthier is a 25 year member and will be responsible for Maine, N.H., Vt., and Mass. Ken Forget gave up this position and was elected National Sec./Treasurer of L-669 in Columbus, MD. Shown at left is Wes Wilder, U. A. Busi-

ness Agent for New York State who is giving Don his orientation and training. Wilder was B/A for Maine during 1973-75.

President Gillespie also welcomes newly elected Francis Johnson, Business Manager for Laborers Local #1284, who will carry out the responsibilities formerly conducted by David Calder (standing right) who did not run for re-election.

Maine Blue Cross Considers Merger with New Hampshire

by Don McNamara
Labor Representative
Blue Cross and Blue Shield of
Maine

Many people have asked me recently about the news that Blue Cross and Blue Shield of Maine is exploring a possible affiliation (including a merger) with Blue Cross and Blue Shield of New Hampshire. Here's the latest on that endeavor. At present, the discussion is preliminary. The structure of any future affiliation is as yet undecided — it could be a merger or something less sweeping, such as jointly developing and marketing a new insurance product or joining together to upgrade our telecommunications systems. Of course, the most important factor in going ahead with any change in structure will be its potential benefits to the members of both companies. Currently, our companies are separate and not affiliated with each other. However, we're both among the 68 Blue Cross and Blue Shields licensed by the Blue Cross and Blue Shield Association. Blue Cross and Blue Shield of Maine provides coverage for 472,000 Mainers, or 38 percent of the state. Blue Cross and Blue Shield of New Hampshire insures 262,000 people, 25 percent of that state. Any merger would have to be approved by the boards of directors of both companies and, a key in regulated industries such as ours, by regulators in both states. That's why it's too soon to know how any change would affect the employees of the companies, the name of the merged company, or the locations of its headquarters and offices.

The two Plans have a lot in common though. We both have similar missions; both operate in relatively rural states not expected to grow much, both have sparsely populated northern regions and more populated southern regions where managed care is becoming more common. Two major forces have led us to consider this affiliation: the increased competition we face from managed care providers, such as health maintenance organizations (HMOs), and the movement toward economies of scale. The possibility of joining forces in some way offers us potential ways to: 1. Strengthen the products we offer and to strengthen our service expertise; 2. Enable us to focus on growth opportunities and make our Plans

stronger competitors; and 3. Help hold down our administrative costs. Recently, other Blue Cross Plans have merged, such as those in Kentucky and Indiana, as well as those in New Mexico, Arizona, and Colorado, now Rocky Mountain Health Care Corp. To a certain extent, Blue Cross and Blue Shield of Maine and Blue Cross and Blue Shield of New Hampshire have been working together for many years on projects and planning and sharing information on product development and common competitors.

The recent discussions in Maine and New Hampshire have taken place in two phases. Phase one involved a consideration of the business reasons to affiliate and included a thorough study by a consulting company. The second and current phase will involve a much more in depth analysis and will culminate in a recommendation to both boards.

Regardless of whether plans to affiliate move forward or not, you can be sure that our customers are our first consideration and that we will keep you informed.

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Better Putting- Better Scoring

By Reg Grant
Contributing Correspondent



The putting aspect of one's golf game is without question the most personalized stroke in the game of golf. It can be the great equalizer or the perpetual antagonist. Whatever the case may be, the putting game is a very important part of the total game of golf. Many would complain that it is too much a part. Well, unless the hole gets bigger, or the "gimme" becomes standardized, we may want to improve our present fundamentals. As mentioned earlier, the putting stroke is very personalized. However, all good strokes have at least three significant fundamentals:

1) Your eyes must be located directly over the ball. Inside the ball or outside the ball will give your brain incorrect information. Putts to the left or right of the hole may be due to this important fundamental rather than a faulty stroke. Check your position by placing a ball between your eyes and dropping it. If it hits your ball then you are perfect. If not then make the adjustment necessary and try to work on that position.

2) Always accelerate through the ball. This can best be learned by shortening your take-away and adding a bit more pop on your follow through. Far too many putts that don't find the hole are the result of a decelerating putting stroke. Shorten the back swing and follow through to the hole. The toe of your putter will even close a bit if you employ this fundamental.

3) A one piece stroke initiated by the shoulders works best over the

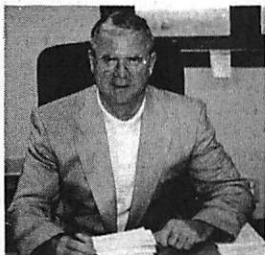
long haul. Remember one thing, putting is fickle and we should look to maintain an average. Hot and cold putting rounds are standard operating procedure, so we must try to apply a stroke that is consistent day in and day out. A wristy stroke leads to far too many cold days on the green. A one-piece take-away with a soft grip will lead to improved consistency.

Try to work one or more of these fundamentals into your putting and I believe that you will, in a very short time, see an improvement in the number of putts you take in a round. Keep track for ten rounds and I think you will be encouraged. Good luck.

Also don't forget the Cardinal sin—a short putt never goes in—Get your putts to the hole.

Reginald Grant is a member of Gorham Country Club and plays to a 4 handicap. He is a guidance counselor at Portland High School and a member of the Portland Teachers Association, M.T.A. and N.E.A.

Grant is solely responsible for the content of this article and more information may be obtained by calling 892-2339.



Business Manager's Report
By John Griffin

give us much encouragement. Instead is against all we stand for. He's against raising minimum wage, all for right to work state, and for repeal of Davis Bacon.

I attended dedication of sprinkler fitters Local 550 Boston, Mass. It was very impressive \$1.3 million to build. B. Manager George McCarthy deserves a lot of credit for the work he did in building this facility. Special guests were U.A. Fin Sec. Maurice Lee, assistant to the Gen. Pres. Billy Baynes, Int. Rep. Phil Ken, and retired Int. assistant Dominic Carnavale.

Well, work looks like it will improve this summer, thanks to a lot of work in N.H. and Mass. and Maine Yankee.

At our last H.W. Trustee meeting, Blue Cross and Blue Shield laid a 20% increase on us. We are trying find ways to make this increase less painful financially to our members. The trustees are looking into every way possible to keep our cost down. If you have any suggestions, contact Trustee Joe McNeil, Steve Amero, or John Griffin.

Well, hopefully we will have a good Summer, financially and prosperously.

America For Sale

by Joe Kennedy, 2d

Newt Gingrich and Congressional Republicans are patting themselves on the back for their so-called "accomplishments" over the last three months. Meanwhile, lobbyists are licking their chops, and American families are licking their wounds.

Gingrich and company came to power in January promising to return government to the people. And they have. The only problem is that the "people" they had in mind were lobbyists and special interests.

They have sided with the rich and powerful and gone after the ones who can't afford to hire Gucciclad lobbyists: women, children, poor senior citizens, and working families.

This radical Republican crown voted to turn off heating aid to 6 million homes, 2 million of them headed by seniors. They decided to make college ha to attend - in Massachusetts alone, 123,000 college students may soon be paying 20% more for school thanks to Republican efforts to end low interest loans and grants.

These choices don't just demonstrate a lack of compassion. They exhibit an alarming lack of common sense as well! The only way our country can survive in the next century is if our people have the education and skills that they need to perform the jobs being created by the high-tech economy. Our kids won't succeed if they're too hungry to learn or if college costs too much money. Mothers won't find a better job if they no longer have a safe, clean, stimu-

lating place for their children to go during working hours.

Why, then, are Republicans jeopardizing our future? For one reason alone: to pay for the largest transfer of wealth to special interests in our history. Under their tax plan, the richest 1% of families - those earning more than \$200,000 - would get a tax break of \$20,000 per year. But the 65 million middle class families would get a break of less than 75 cents a day. So while the affluent us their tax break to get a new luxury car, everyone else will be lucky to buy a cup of coffee daily.

Republicans say they believe in the free market. After three months in power, it's clear they believe in socialism for the rich and capitalism for everyone else. Never before have so many in Congress bowed so deeply to so few special interests. In fact, Republican leaders have even allowed lobbyists to write the laws that are supposed to protect people. The new congressional leaders have embraced legislation that will weaken protections for our air, water and food. And they have agreed to sharply reduce the money that citizens can recover from the biggest corporate wrongdoers.

Don't think for a minute that these people are acting for charitable or even ideological motives. They're grabbing their slice of the action too. Gingrich, for all his talk about shrinking government, has expanded his office budget by \$700,000. What's more, he and his colleagues are collecting millions of dollars in PAC checks as

payoff for helping their special interest friends.

For the past 20 years, the United States has been moving steadily toward a two-tiered society. On the top sits a small, well educated, comfortable elite. Underneath resides everyone else - people who are working harder for the same or even less money. This trend threatens to destroy everything that is great about this country - our belief that the United States promises everyone a chance to build a decent life for themselves and their families.

Republican leaders have done nothing to reverse the trend. Instead, they've done everything possible to accelerate it. They have launched a bloodless coup against working people on behalf of their monied backers.

Republicans say they've kept their promise to average Americans. They're dead wrong, unless those average Americans have names like Johnson & Johnson, Philip Morris, Dow, and Aetna. Believe me, people with names like these - and names like Rockefeller and Kennedy don't need any special breaks from our government.

Republicans may say this is their hour of victory. I call it their moment of shame. They have failed to address our most fundamental problems: stagnant incomes, inadequate education, unaddressed health care needs, a staggering deficit and the influence of big money in politics. Our people deserve better than what they've gotten over the past three months.

REPRINTED FROM THE BOSTON GLOBE

U.A. Local 217

Plumbers & Pipefitters

Financial Secretary
Richard McCrory

Since my last report I'm sorry to say that Brother Ed Larrabee Sr. has passed away. Ed was a 54 year member and will be missed by Local 217 officers and members.

During May we conducted a 4 week course on Valve rebuilding and repair. Brother Jim Britt from U.A. Local 177 Brunswick Ga. was an instructor and he did a great job. 20 Local 217 brothers completed the course, 1 from 783 and 3 from 788. It was a great example of training for the future. After the course was complete, Dennis Hill and Ron Belanger took advanced training as instructors and are now certified to teach this fall.

I attended the Bureau of Labor Standards meeting and met the new commissioner Valerie Landry. The committee discussed several issues on contractor loans and Gov. Kings plans for labor in Maine.

I met with Lee Hodgkins, our annuity advisors and are looking into a broader investment plan for our members.

We had a meeting in our hall last month with Congressman Jim Longley, Sub. Reps. and B. Agents from most labor organizations in Maine were present. A good turnout. Congressman Longley didn't

Old Winthrop

Continued from page 6

there between the Sidewalk and Street, and it looks like they put up a new sign. -- Royal Crown Cola. -- The Old Car Tracks, Glistening there in the moon-light, and on towards the Cattle Pass, East Winthrop, Manchester Forks, and Augusta. --

But, -- while I'm here, I'll stroll around and ponder a while, I swear, -- I can smell of those Roasted Nuts sneaking past the door at Wilson's Five & Dime, -- on past Bruneau's Market, The Drug Store, -- with the Soda Fountain, -- St. Ledger's, up around the corner was also quite a Treat, but mebbe that's to come with the New "GULL THEATRE"; -- Some-time in the future! -- You can buy a BUS Ticket there at the Drug Store now-a-days, and they say you can travel all over the Country with-out getting on a Train, at all! -- Oh yes, the First National, one of those new Supermarkets. Some kind of Chain Stores, I'm told. -- The Gas Station with the FLYING RED HORSE, -- McNamara's Bakery, boy, they bake some real treats, there! -- The Old Mill Stream, and across the Street, the Woolen Mill, going full stream, -- One of the workers there was saying just the other day that they was filling a big Government Order for Army Blankets, -- the CLOCK is now striking -- Three -- What are all the things we are getting ready for? -- The FORD Garage where I bought my first Pick-up Truck, -- mebbe they'll put GOOD BRAKES on, -- some-day! -- The Post Office, Abelli Fruit, Dr. French, Dentist, up-stairs, OTTOWESTON'S Hardware, the Depositors Trust Bank, -- on past the Maple Grove Cemetery, -- just a little wiff of a COAL FIRE in

the air, sounds like their blowing the tubes in the boiler over at the Oilcloth Factory -- or was it the Bonafide Mill. -- There goes Sheriff Briggs, -- Full of the moon coming up, -- probably going to help the Doc with the excitement of a growing family --, I don't think Sheriff Briggs would've liked the Radar that will dominate Police activity in the years ahead. -- He loved to come around and do a little DOWS-ING, -- help folks find water, -- found my well, -- years ago, -- and it's still full! -- Whether you'd call it PAST, PRESENT, OR FUTURE, -- I can taste the Fried Clams from Jerry's Log Cabin, -- and the Sandwich & Coffee at BABB'S Lunch, -- or a

COCA-COLA while getting the truck greased down to Mangin's GULF, on the Old Lewiston Road. -- Yes, and I can see the silhouette of the Old Corn Shop just down the Tracks -- and the giant Lombard Snow Plow setting in Charlie Gurette's GMC Garage yard, in the early morning twilight. --

Remember the commotion when they were un-loading wild stallions through the Freight Shed, on their way up to Carl Harrimans Barn. -- Mabee tomorrow, I'll see the Yankee Flyer stopped at the Station with it's gleaming new pullman cars, -- watch a few minutes as the passengers struggle on through, -- luggage on the running

Continued on Page 15

You Don't Say . . .

We warmly welcome "letters to the Editor" to be published in the Labor Record. Because of space constraints, we often shorten letters. Those not published cannot be directly acknowledged, but we value the interest and comment of our membership, advertisers, readers, and friends.

Letters should be legible and include your name, home address and telephone number. Please mail to *You Don't Say*... Labor Record, P.O. Box 1523, Windham, ME 04062.



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Labor Donates \$525.00 To Maine Special Olympics

What a difference can be made with a little caring and organization, a lot of persistence and 10,500 returnables! That's what the union and management employees at the VPS paper recycling plant have achieved in one year that culminated in a donation of \$525.00 to the Maine Special Olympics during Milestone III celebration.

Spearheading the project were union carpenters from Local #407. Jim Trott, Foreman, together with Mike Trembley, Steward, decided to "CASH IN ON CANS". They approached S&WEC, who donated collection barrels, and they distributed informational flyers and along with Dick Thibault, foreman, they checked the worksite daily for empties, maintained the collection points, and converted the soda cans to cash.

Trott gave all the credit to Trembley, who was assisted by Thibault, for the outstanding "voluntary" contribution of personal time and commitment. He also spoke about how some workers are "takers", but union workers are "givers" as they know the hardships of life and the need to support those less fortunate. He made a special acknowledgement in thanking all on-site workers, delivery drivers and to IBEW Local #567 who donated their weekly collection of returnables from their Falmouth Office.

Maine State Building & construction Trades Unions have a long, distinguished history of supporting MSO. During the past decade they have donated over \$50,000 to MSO. This latest dona-

Carpenter's Local 407

Bob Morin, Jr. Bus. Agent



Our sympathies go out to the family and friends of our departed brother George Lane who had been a member for 41 years.

There will be no summer picnic this year as the members have voted to have a Christmas Party instead. Congratulations to Glen Danforth and his wife on the birth of their daughter. Congratulations also go out to Pam and Hugh Buckley who recently became grandparents, their daughter Stacey had a boy.

Don't forget to attend your Union meetings. If you feel you don't know what's happening, then

this is the place to stay informed, have coffee and meet old friends, please attend. For the Brothers and Sisters who are sick or injured, the Executive Board and myself, wish you a speedy recovery. We hope that all our members and their families have a safe and enjoyable summer.

The office is in the process of signing up volunteers to help in the next election. We will be restructuring the way we support those campaigning for political offices. Please call 783-9330 if you are interested.

Shown accepting the \$525.00 donation in the photo above are (L to R) Gerald A. LaPlante of Auburn who is an Androscoggin County Member of the MSO Board of Directors who shared his deep appreciation for the financial support; Mike Trembley, Steward for Local #407; and Jim Trott, Foreman for Local #407.



tion occurred on the same weekend that MSO was holding its "Summer Olympics" in Orono where many members from labor unions around the state were assisting as volunteers.



B. C. & T. Local 334

Oscar "Junior" Hodgkins
Business Agent

Jim Anderschat
Financial Secretary

We do not have the results of the general officers election in yet, but we can announce the winners of offices that ran unopposed.

President: Paul Williams
Vice President: John Jordan
Recording Secretary:
Pam Oullette
Trustee: Peggy Hurley
Serg. at arms: Joan Gregg

that these funds, for the most part, are effective and serve the consumer well.

If you have any questions about a policy you hold or about an insolvent insurance company, contact your state's Department of Insurance and you will be put in touch with the proper state authorities. "The statute of limitations on claims in most states is regulated by general law and provisions in the policy, but it's possible to collect on most claims years after the fact," according to Edgen D. Sarfaty, executive director of the National Organization of Life and Health Insurance Guaranty Associations. — Karen Reyes

Reprinted from Modern Maturity Magazine Dec.

**ATTEND
UNION
MEETINGS**

Local 4



On Friday June 9 Milestone #3 at the VPS Project in Auburn was celebrated. Congratulations are in order for Stone & Webster and all the trades people involved in this venture.

Maine Yankee is going to be down for several more months while tubing in the steam generators are being repaired. Burns & Roe is back on site and will start hiring trades people back soon. Papermill shutdowns are up coming in Otis, Hinkley and Georgia Pacific. James River in Old Town will soon be starting their package boiler project. Sullivan /Merritt picked up work at Madison Paper and Scott Paper in Winslow. Madawaska is expected to get



Operating Engineers Rod Gillespie B.A.

started soon with their capital improvement projects. Lane Construction is going with full employment and has plenty of work on the books for the rest of this paving season. The prevailing wage law for construction workers is under attack still in the Maine House. L.D. 924 is being voted on as I write in the house. The senate will have their vote on this bill also. It is very important everyone call their senators and ask them to vote NO on L.D. 924. This is nothing more than an attack on the wages of working men and women in the state of Maine and is wrong.

Old Winthrop

continued from page 14

boards and all, -- I think that's the Rands, coming up for the summer, -- back on Sturdevant Hill! -- I guess I'll stroll over by the pier and see if the Boat comes in from Belvedere Inn or Maranacook Lodge, Remember that Old ONE-LUNGER, and the folks seemed to always be dressed in white! -- There goes SLOLINA'S MILK TRUCK, just now, -- I wonder what'll ever happen to those CREAM TOP BOTTLES, if they ever start selling SKIMMED MILK! -- Well, -- here's a Poster, -- Says LONEPINE MOUNTAINEER to appear at the AMERICAN LEGION HALL on the Fourth. -- Listen, -- the CLOCK is striking, -- Five o'Clock, -- Time gets away, doesn't it, Folks? How'd I Get over here on Norcross Point? Well, I guess I'd better get on back to the Farm and Start the Morning Chores.

HARMONICA: Long Long Ago" TRAIN WHISTLE --

Folks I haven't begun to tell it all, by any means, But I'll close by saying -- THANKS, for taking this little stroll -- with me -- Around OLD WINTHROP!

Bankrupt Insurers: Are You Safe?

When Jim Mitchell was sorting through his deceased brother's papers he came across a life insurance policy written by a company that had recently gone bankrupt. Jim, believing the policy to be worthless, threw it away.

Harriet Johnson, on the other hand, was dealing with a company that was very much in business when she filed her claim for storm damage to her home. Two weeks later the company closed its offices. Harriet reluctantly paid for the repairs out of her savings.

Both parties could have collected had they only investigated a little further. The policies, despite being with bankrupt companies, would have been paid by what is considered one of the best-kept secrets of the insurance industry: guaranty funds.

These funds only come into play when a company becomes insolvent. They are set up and regulated by individual state laws and are funded by assessments on solvent insurance companies in each state.

All 50 states have property-and-casualty-guaranty funds (covering auto, home, etc.); 43 have life-and-health-guaranty funds (though HMOs are not covered in most states). The seven states that do not have life-and-health-guaranty fund are Alaska, California, Colorado, Louisiana, New Jersey, Wyoming and Ohio (at press time legislation was pending that would set up an Ohio fund).

"The process is pretty automatic," says Gary Claxton, AARP senior analyst, Public Policy Institute. "Claims are paid from the guaranty fund to the extent of its limits and then it will try to

reclaim its costs from the estate of the insolvent company. If the claim is not 100 percent covered by the guaranty fund, the insured may file a claim for deficiency with the estate." Sometimes, as in the case of Mitchell's brother, notices that go out to inform insured parties are misplaced or lost -- or, as with Johnson, they're not understood. Thus claims are not made.

According to a recent article in *New York Times*, therein lies the problem: "Most consumers know nothing about guaranty funds because just about every state forbids agents and brokers from mentioning them when selling or advertising coverage." That's because the state does not want insurance companies to tout their policies based solely on backing by the insurance fund.

Although it is best to rely on a particular insurance company because of its reputation, nothing prevents an informed consumer from asking whether a type of policy is covered by a guaranty fund. Even so, one should not base the decision to buy a certain policy solely on its being covered.

Guaranty funds, of course, are not problem-free. Some are limited as to the kinds of policies and amounts of coverage they can handle; legal complexities in various states can delay payments for months or even years; and there is an ongoing controversy as to who should supplement the funds. (Some in Congress would like to see a federal guaranty mechanism replace or supplement the guaranty funds.)

However, the overall consensus among insurance spokespersons is

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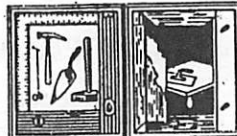
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LABOR RECORD



Milestone III continued from page 1

trees. A partnership including Stone & Webster has been formed to license VPS technology, which offers significant environmental and economic benefits. When compared with conventional processes for producing fully bleached chemical pulp, the VPS technology requires less heat, electricity and fresh water. It is chlorine-free and also generates less

wastewater.

Unique Labor Agreement

The labor agreement governing the construction trades at the job site was as revolutionary as the VPS technology. Stone & Webster and the Maine Building and Construction Trades Council entered into an innovative risk-sharing agreement - the Project Equity Account Trust (PEAT) Agreement. Fourteen Unions affiliated with the Maine Council

were signatories, along with the engineer/procure/construct contractor.

Under the agreement, an amount equal to 10 percent of the wages of craft workers was deposited in a trust account, to which Stone & Webster contributed a 50 percent matched share. The funds in the account could be used to pay for cost overruns caused by a labor/management under-performance, or distributed

to workers for successful performance. The agreement recognized labor as a full stakeholder in the project's success, and provided for labor's bearings a portion of the financial risk, as well as having a voice in the management of day-to-day construction activities. During the three phases of construction over \$690,000 was in PEAT. Labor risked \$460,000 and S&WEC risked \$204,000. Union representatives were members of the project's joint labor/management committee, which reviewed construction progress weekly and ensured that the project stayed on schedule and met budget goals. The project team used Stone & Webster project management systems to report on progress for the labor/management committee review. Union representatives were also members of the trustee that set project milestones, determined whether goals had been met and administered PEAT.

Largely as a result of the PEAT agreement, the New England Construction Users Council in December presented the David B. Penni, Jr. Award for Project Team Effectiveness, one of its highest honors, to Stone & Webster and the Maine State Building Trades representatives. First Time Use of Knowledge-based Systems

The VPS project was the first of its kind to employ knowledge-based systems during the design process. Four custom-designed applications of STONERule, an expert system developed by Stone & Webster to offer design advice to computer-aided-design operator, debottlenecked the design process on the VPS project.

The Design to Budget system compared budget estimates for piping with the cost of what was actually being designed on a CAD system. Such comparisons are normally done manually on a project, and infrequently, because they are so time-consuming. The system allowed designer to run immediate comparisons, and act quickly to prevent budget overruns. Some of these applications



William Travers
Executive V.P.

will be used on other projects or marketed to clients.

Other applications checked and managed drawings, and automatically created three-dimensional pump models from vendor specifications. The latter used to be a manual task that took hours to perform. With the expert system, the job took three minutes.

STONERule was developed by Stone & Webster's software arm, Advanced Systems Development Services, Inc. Headquartered in Boston, this subsidiary has over 10 years experience in implementing products integrating knowledge based engineering, computer-aided design and data base systems to support engineering, design, manufacturing and environmental remediation projects in the aerospace, automotive, process, power and general manufacturing areas.

The official ribbon cutting ceremonies are scheduled for September, 1995.



**ATTEND
UNION
MEETINGS**

Our Numbers Add Up In Maine's Favor

Maine Yankee works hard to provide the most economical electricity in Maine. By supplying that reliable and low-cost electricity—almost one-quarter of Maine's total—Maine Yankee also makes an important contribution to the economic well-being of Maine's employers, both large and small. And, we're happy to say our contribution doesn't end there.

\$27,400,000

Maine Yankee's 1994 payroll was over \$27,400,000.

1,000

One thousand additional jobs, many of which are filled with Maine people, are created at Maine Yankee during refueling outages every 18 months.

\$13,800,000

Maine Yankee paid \$13,800,000 in municipal and state taxes in 1994.

\$7,500,000

In 1994, Maine Yankee purchased \$7,500,000 in Maine goods and services from over 400 companies.

3.1¢

Maine Yankee's five-year average cost of electricity (all costs included) is just 3.1¢ per kilowatt hour. (1990-1994 average)

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For more information about Maine Yankee, visit our Energy Information Center at the Maine Yankee plant in Wiscasset. Hours: 10 a.m.-5 p.m. Mon-Sat; 12-4 p.m. Sun. 1-800-458-0066

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